

LINK

Career Magazine for the Navy Professional

Individual Augmentee Issue

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art credit

Cover: Sailors man their M-16A1s during convoy exercises at the Navy's Individual Augmentee Combat Training course at Fort Jackson, SC. The fast-paced, two-week course is taught by Army Drill Sergeants. U.S. Navy photo by MC1 Jackey Bratt

first word



Rear
Admiral
David A. Gove

Deputy Chief
of Naval Per-
sonnel/
Commander
Navy
Personnel
Command

Hello, shipmates!

Are you ready? Are your Sailors ready? Is your family ready?

Each of us needs to be ready when the call comes to serve in a "front-line" assignment supporting the Global War On Terror.

A growing number of Sailors are serving in Individual Augmentee (IA) assignments around the world. The total number of Active Duty Navy IA billets has increased from about 350 in FY-02 to more than 4,000 by the end of FY-07.

Recognizing the sacrifice that these Sailors and their families make, Navy leadership is moving forward with IA incentive options such as promotion points, follow-on coast assignment guarantees, sea-shore rotation adjustments and IA credit that will be captured and tracked at several levels. One of the best incentives for serving in an IA assignment is the increased responsibility and leadership opportunities available while serving in a position that truly makes a difference to millions of people around the world today and generations of people in the future.

Being ready means more than just being willing to serve, it means making sure you, your Sailors and their families have access to the tools needed to support the Navy's mission defending this nation. These tools are important for all of us, whether we're operating at sea, completing our daily assignments ashore, or serving as an IA in Afghanistan, Guantanamo Bay, Iraq or others.

This edition of LINK includes information designed to help you prepare. It includes information about career tools available through Navy Knowledge Online, educational opportunities, Navy Reserve affiliation options, and the importance of serving overseas. Highly recommend you review this information and then add it to your "career toolbox."

One of the many career tools available is the Career Information Management System (CIMS). CIMS is a web-based career monitoring program for career counselors. It gives them an automated ability to review all aspects of a Sailor's career development and tracks everything from scheduled meetings to a Sailor's retirement plans. This valuable aid will be accessible to career counselors from divisional to command level.

As you read the "Port O'Call Europe" article, remember that this is just one example of the many overseas opportunities available to our Sailors. Also, keep in mind the importance that our military forces in the European region place on directly supporting the "South and East" mission as part of the ongoing Global War On Terror. This support is evident by the number of Sailors who are permanently assigned to Europe, but are currently or have already served "down-range" as an individual augmentee.

These IA opportunities will continue to be available and will be even more-rewarding with changes already made and more incentives planned. I'm confident that we're up to the challenge to always be ready to complete our part of the Navy's mission today, and that each of us will make the most of the opportunities to serve our nation in the future.

For additional information on career tools or individual augmentee assignments, visit www.npc.navy.mil

Best Regards,
Rear Adm. David A. Gove

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about

LINK (NAVPERS 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. LINK is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in LINK may be reprinted and disseminated without permission. Please give appropriate credit.

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CNP tells Sailors -- Be prepared

We've all heard how important it is to be prepared: Be prepared for our next deployment. Be prepared for a possible individual augmentee (IA) assignment. Be prepared for an unforeseen natural disaster or national emergency. Most of us do a pretty good job of preparing ourselves and our shipmates for our mission, but sometimes we fail to help those who matter most and may need the most help when we are gone - our families. Not only should we talk about actions we should take in the event of a natural disaster or national emergency, we should also make it a priority to help ensure our loved ones are prepared when we deploy.

Recent initiatives focused on families include:

Personal Readiness: A critical element in "personal preparedness" is the Dependency Application/Record of Emergency Data form (the "Page 2") - probably the single most important personal record in every Sailor's record. These documents are not just any form; they carry with them specific legal ramifications for pay and benefits. Don't wait until deployment to update these forms. Any time you have a change in your family or dependent status, update your forms. Data provided on a Page 2 and SGLI Designation (spouses, children, next of kin, beneficiaries) are critical elements in reaching out to families in the event of an injury or worse. This information also drives a variety of pay actions (e.g., allowances) or benefits (e.g., death gratuities) that can be easily mistaken (and sometimes legally binding) if the Page 2 and/or SGLI designations are not up to date. Take a few minutes today to check your forms. And make sure the Sailors who work for you do the same.

More resources are available on the web:

- The Navy Fleet and Family Support Center: <https://www.nffsp.org/skins/nffsp/home.aspx>. Site contains information on individual augmentees, ombudsman programs, Family Center locations, military moves, employment, deployment readiness, and much more.
- Navy Lifelines: <http://www.lifelines.navy.mil/portal/page/itc/FLAPP/FL-HOMEPAGE>. Site contains information for families, publications for new spouses, and more. A toll-free number is also available: 1-877-673-7773
- Navy Personnel Command family resource page: <http://www.npc.navy.mil/Audiences/ForFamilies/>. Site contains information on relocation assistance, spouse employment assistance, deployment links and more.

Financial Readiness: A recent Navy survey identified personal financial management as a top concern of Navy families. Operational commanders have identified financial issues as having a direct impact on readiness and retention. Managing personal finances presents a growing challenge to Sailors and their families.

To assist in meeting these challenges the Fleet and Family Support Center and many commands have Command Financial Specialists to assist Sailors and their families manage finances and answer questions. Other agencies, such as Navy-Marine Corps Relief Society (NMCRS), Navy Legal Services, and the non-profit Consumer Credit Counseling services (CCCS) can also assist with financial management.

Everyone should regularly look at their financial goals, savings plans, to address any current or potential financial problems. Now, right after tax season, is an excellent time to review your plan for your future.

Start savings early in your career - and it's never too late to start. Savings will give you a cushion for an emergency or unplanned for expense. Even a little will grow. Investing in a Thrift Savings Plan (TSP) account can help build your future financial security. TSP is a defined contribution plan offering the same type of savings and tax benefits that many private corporations offer their employees under "401(k)" plans. Investment allocations can be made at any time through the TSP Web site (www.tsp.gov), and you can also call the ThriftLine toll free at



1-TSP-YOU-FRST (1-877-

968-3778). This plan is portable - you can take it with

you after you leave the Navy. Make your investment decisions with long-term goals in mind since the money is invested for retirement. Before investing, look at your current financial situation, time until retirement and investment risk tolerance. Armed with complete, accurate information, you and your family can decide how much to invest in which fund.

A number of initiatives are in progress to help Sailors and their families learn and apply better financial management, resulting in less need to seek out predatory lenders. The Navy is revamping Personal Financial Management career life-cycle training (when, where, and how Sailors receive specific PFM training); working with Congress and state law makers to pass laws limiting interest rates and rollovers; working with Navy-Marine Corps Relief Society to develop loan alternatives; and communicating the dangers of predatory loans to Sailors and families through a multi-media strategy (includes senior Navy leadership messages).

I need each of you to ensure that you are ready, and just as importantly, your families are ready. We have a strong team, and we rely on each of you to help us keep our Navy strong.

Stay Navy!

VADM J. C. Harvey, Jr.
Chief of Naval Personnel (CNP)
And Deputy Chief of Naval Operations (MPTE)

Navy Expeditionary Combat Command Sailors provide worldwide support

By Senior Chief Mass Communication Specialist (SW/AW) Dave Nagle, Navy Expeditionary Combat Command Public Affairs

They're all over the world performing a variety of missions -- providing security on the North Arabian Gulf oil platforms, conducting counter IED operations in Iraq and Afghanistan, performing customs inspections in Kuwait or drilling and developing potable water wells in villages in the Horn of Africa.

They're the expeditionary professionals of the Navy Expeditionary Combat Command (NECC), an integrated expeditionary force of nearly 40,000 Sailors, nearly half of which is from the reserve component. They provide core Navy capabilities in the green and brown water environment.

NECC, which marked its one-year anniversary on January 13, 2007, is a global force, made up of long standing navy units and a continuum of new capabilities unique to the expeditionary maritime environment to support our joint forces.

"NECC meets the joint forces' demand signal across the globe by providing adaptive force packages of scalable expeditionary capabilities to support both combatant commanders and in support of humanitarian assistance

and disaster relief contingencies," said Rear Adm. Jamie Barnett, NECC Deputy Commander.

The post-9/11 world and the Global War on Terror demonstrated that the increasing importance of the Navy's expeditionary capability as a complement to the open ocean maritime battle space. Additionally, the Navy recognized a need to expand our core maritime capabilities into the coastal and inland environments to fill warfighting gaps in the maritime domain.

As the Navy's newest type commander, NECC aligned existing capabilities under one functional commander, responsible for providing our expeditionary forces with the right people, equipment and training to effectively operate in the expeditionary maritime environment.

NECC is also building a continuum of new capabilities unique to the expeditionary maritime environment to support our joint forces. The Navy's force of choice, Explosive Ordnance Disposal (EOD) teams conduct counter IED operations, render safe explosive hazards and disarm underwater explo-



Riverine Sailors

Sailors assigned to Riverine Squadron One (RIVRON-1) prepare for their final exercise and evaluations near Camp Lejeune, N.C. Sailors from RIVRON-1 are preparing for deployment in support of Maritime Security Operations and the global war on terrorism. U.S. Navy photo by Mass Communication Specialist 1st Class Jackey Bratt (RELEASED)

sives such as mines. Mobile diving and salvage units clear harbors of navigation hazards, perform underwater search and recovery operations and perform limited underwater repairs on ships. EOD detachments are supporting Navy carrier and expeditionary strike groups, U.S. joint forces, coalition forces, Navy Special Warfare and Army Special Forces in the Global War on Terrorism, responding to thousands of IED and unexploded ordnance incidents.

Maintaining control of rivers and waterways, the riverine force denies terrorists the use of the maritime environment as a venue for attack or for illegal purposes such as piracy and hijacking. Riverine maritime security operations ensure a safe and secure maritime environment so that legitimate trade continues and critical lines of communication remain open. NECC established Riverine Group ONE and two Riverine squadrons (RIVRON) in Norfolk, Va., with a third squadron to be formally established later this year. RIVRON One recently deployed to the Central Command area of operations one and RIVRON Two has begun training.

The Maritime Civil Affairs Group is an enabling force that works directly with civil authorities and civilian populations in the maritime environment and be capable of handling specialty issues like

maritime law, marine fisheries, port operations, security and administration, port customs, and maritime immigration in addition to standard civil affairs type issues. Two civil affairs squadrons are completing regional cultural and language training, with trained teams at initial operational capability by this summer.

Supporting the thousands of Sailors around the globe serving as individual augmentees, the Expeditionary Combat Readiness Center oversees training, equipping, deploying and redeploying our IA forces, as well as supporting their families by providing conduit for communication, resource and referral through their website and toll free careline.

The Expeditionary Training Command (ETC) supports the Chief of Naval Operations' "Thousand-Ship Navy" concept by providing timely, focused and customized training in maritime capabilities such as small boat operations and port security to partner nations. ETC teams increase global maritime security capabilities and the host nation's capacity to govern and protect themselves. These training teams will be ready to deploy this summer.

The Maritime Expeditionary Security Force (MESF) re-aligns existing Navy security force and



Training with Kuwait Soldiers

Pvt. Mubarek, a Kuwaiti Sailor assigned to a Force Protection Team loads a strand of ammunition into a M2 .50 caliber machine gun under the watchful eye of Gunner's Mate 2nd Class Miguel Martinez, 34, from Dallas, Texas, during a recent joint live fire exercise. Martinez and others attached to Mobile Inshore Undersea Warfare Unit One Zero Nine (MIUW-109), homeported in Fort Worth, Texas, described the specifics of the M2 to 20 Kuwaiti security force personnel during a joint nation crew serve weapons familiarization training fire. MIUW-109 is one of the key all-reserve units attached to Naval Coastal Warfare Group One (NCWG-1) forward deployed to handle force protection responsibility.

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Advance notice, incentives improve for Individual Augmentees

By MCC Teresa J. Frith, NPC Communications Office

Sailors continue to support joint Global War on Terror billets around the world. Since FY-02, the total number of Navy Active Duty Augmentation requirements has increased from less than 100 in October 2001 to more than 10,000 active and reserve today. In support of the increasing demand, the Navy has made tremendous strides in improving the augmentation process - from lead times and notification of orders to the establishment of incentives and new family assistance programs.

The number of Sailors deployed ashore in the CENTCOM theater has steadily increased since Iraqi Freedom began, and may continue to increase because Sailors' skills are in high-demand. By using our traditional skill sets, Sailors are able to fill joint requirements that are put onto the military as a whole.

Tour lengths for many augmentees has increased from an average of six months, to one year or more, including pre-deployment training. This adds more stability to the billet being filled.

"Sailors are serving in places all over the world," said CAPT Terri Harrison, Branch Head for PERS-463, Individual Augmentation (IA). "We have people serving in Iraq, Afghanistan, the Horn of Africa, Cuba, Germany, Kuwait, and in afloat operations at sea."

To get to the point of "boots-on-the-ground" where the IA is going to work, the request starts with a combatant commander's requirement for a specific job or capability that is best met by Joint sourcing. The request is reviewed and validated by the Joint Staff, then sent to JFCOM and all Services to collaborate

in developing a Joint sourcing plan to best meet the needs.

Navy planners assess the skills and training required to support the mission, manning levels and availability of Sailors within the appropriate communities, and recommend the number of Active and Reserve Sailors that Navy can provide. Once the Navy's share of the requirements is determined, those designated for Active Component fills are sent to Navy Personnel Command for action, and to Reserve Forces Command for those designated to be filled by a Selected Navy Reservist.

According to Harrison, Sailors' commands are responsible for notifying Sailors of their selection for IA duty. Those chosen should have orders in-hand within three to five days after notification. Active duty personnel should email PERS-463

at pers463@navy.mil, and Reservists should email PERS-461 at NESA@navy.mil if they don't receive the orders.

The Navy has been working hard to improve notification times. In most cases, receiving 60 days or more advance notification for new or existing billets. IA requirements that come up suddenly are the most likely to result in the nominee receiving orders less than 60 days prior to the reporting date.

Once someone is identified for a specific IA billet, the pre-deployment requirements kick in. A list of most requirements is available on the Navy Knowledge OnLine website at <http://www.nko.navy.mil>; click on the Individual Augmentee icon in the middle of the screen. Examples of pre-deployment requirements include medical screening, admin-

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individual augmentees

CNOCM(SW/AW) Evelyn Banks and CNOCM(SS) John Walker discuss the important role of Individual Augmentees (IA) with Master-At-Arms 1st Class Duane Nokes, assistant facility manager at the theater field detention facility (TFDF). Walker and Banks were in the midst of a week-long trip through U.S. Naval Forces Central Command's AOR as part of a Navy Manpower, Training and Education familiarization tour. U.S Navy photo by MCC(SW) Daniel Sanford.

istrative paperwork, combat skills/mission training, required NKO e-learning classes, and other tasks, depending on the billet being filled.

Important matters to take care of before deploying are updates to the Page 2 family information, Servicemembers' Group Life Insurance (SGLI), wills, powers of attorney, or any other necessary paperwork issues that could come up while on a deployment. Once Sailors arrive at the IA duty location, they should ensure their parent command and family members have contact information, if available.

Depending on the length of IA orders, Sailors may be authorized to move their families to a designated CONUS location for the duration of the member's IA duty, if desired. This is not a PCS move and allows for a move back to the original command at the end of the IA duty prior to the member's next PCS assignment.

To underscore the value of IA service, several incentives have been created. For example, commanding officers are now required to document their IA Sailors through the ITEMPO reporting system. The IA information will be noted on a Sailor's fitness report or evaluation. Other incentives for IA Sailors, depending on the IA location and the length of the deployment, include advancement points, exam flexibility, and follow-on coast assignment guarantees. For more information, read NAVADMIN 273/06.

In addition to the incentives, new Navy Enlisted Codes and Additional Qualification Designators have been added to support GWOT.

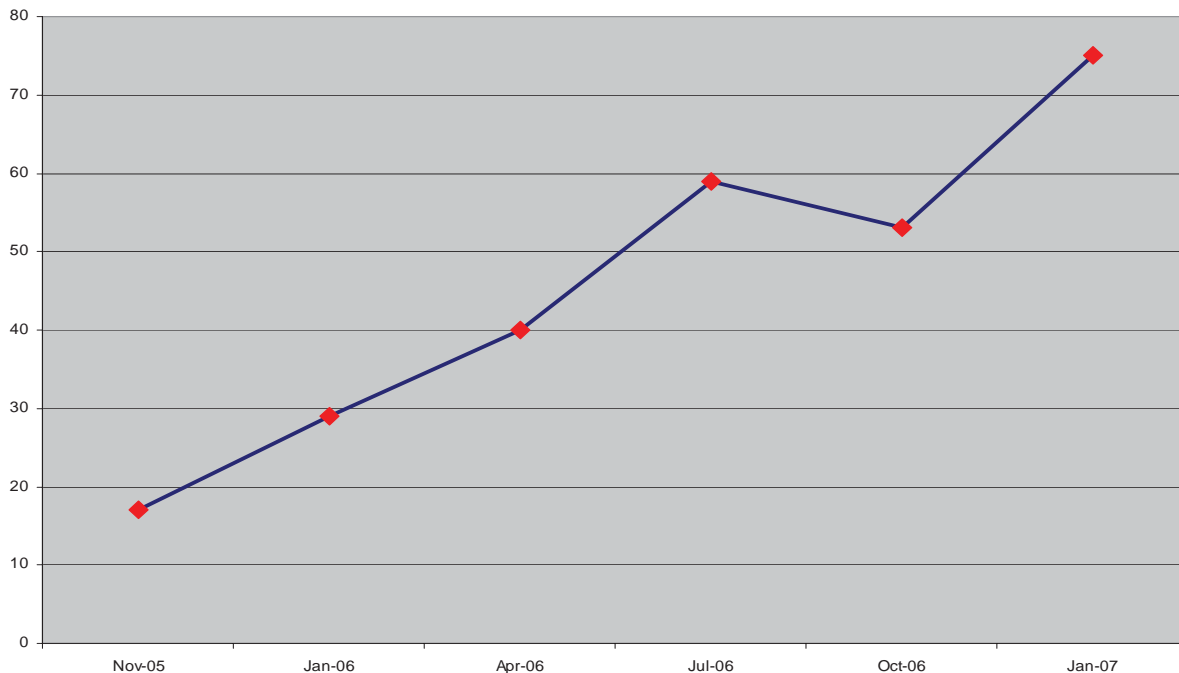
While the Sailor is away, family members have avenues for support. One area of support is the newly established Expeditionary Combat Readiness Command (ECRC). The ECRC, located at Amphibious Base Little Creek, Norfolk, Va., has established a website and a hotline to assist Sailors and their families on IA topics. The toll free number for ECRC is 1-877-364-4302 and the website is <http://www.necc.navy.mil>. Other sources offering help to Sailors and their families include Command ombudsman, Fleet and Family Support Centers, medical facilities, and chaplains.

Sailors serving on an IA tour are entitled to several financial benefits depending on the location. Some of the possible benefits include a Family Separation Allowance of \$250 per month after the first 30 days, Hazardous Duty Incentive Pay of \$150 a month, Imminent Danger/Hostile Fire Pay of \$225 a month, location and tax-free status for basic pay while in a combat zone.

For more information on IA billets or where these billets are located go to http://deploymentlink.osd.mil/deploy/family/family_intro.shtml, <http://www.nko.navy.mil>, or the NPC website at <http://www.npc.navy.mil>.

"The average notification window has increased from less than 20 days in November 2005 to more than 70 days in January 2007."

Avg Notice (Days)



This chart represents a snapshot of average notification of all orders written for both new and refill billets. As these numbers are the average of all orders, some individuals may receive much less than average, particularly new billet fills, many of which are received for tasking within the 60 day window.

Delayed Entry Program Sailors Chart Course to Success

By Darlene Goodwin, Center for Information Dominance Public Affairs

PENSACOLA, Fla. (NNS) -- The Center for Information Dominance (CID) Corry Station, Fla. teamed up with Navy Recruiting Station (NRS) Pensacola, Fla. to provide demonstrations of the Navy Knowledge Online (NKO) and Navy Credentialing Opportunities On-Line (Navy COOL) Web sites to Delayed Entry Program (DEP) recruits at CID, Sept. 7.

The unique event was held to give DEP recruits, who have been sworn into the Navy but haven't yet begun their Recruit Training, a head start on their Navy professional development.

NKO, the Navy's education and training portal, offers access to thousands of training courses for approved users, and Navy COOL is a Web-based hub for comprehensive information on obtaining occupational credentials based on Navy experience and training. Both sites are available for use by DEP recruits.

The idea for the DEP briefing came about when CID's James Carragher and Keith Boring, NKO and Navy COOL experts respectively, provided an impromptu demonstration of the sites at NRS Pensacola.

"The recruiters were very interested, particularly when we told them that each learning center has dedicated resources on NKO for DEP personnel," Carragher said. "We offered to provide interactive presentations on the sites during one of their normally scheduled DEP meetings."

Navy Counselor 1st Class (SW) Gene Westcott, recruiter in charge at NRS Pensacola, said the training demonstrated the Navy's dedication to investing in and preparing Sailors for future success.

"The training was very informative and it allowed the DEP Sailors to see numerous immediate, as well as long-term, benefits of their naval service," Westcott said. "It showed them that the Navy values their service and is dedicated to preparing them to become tomorrow's leaders."

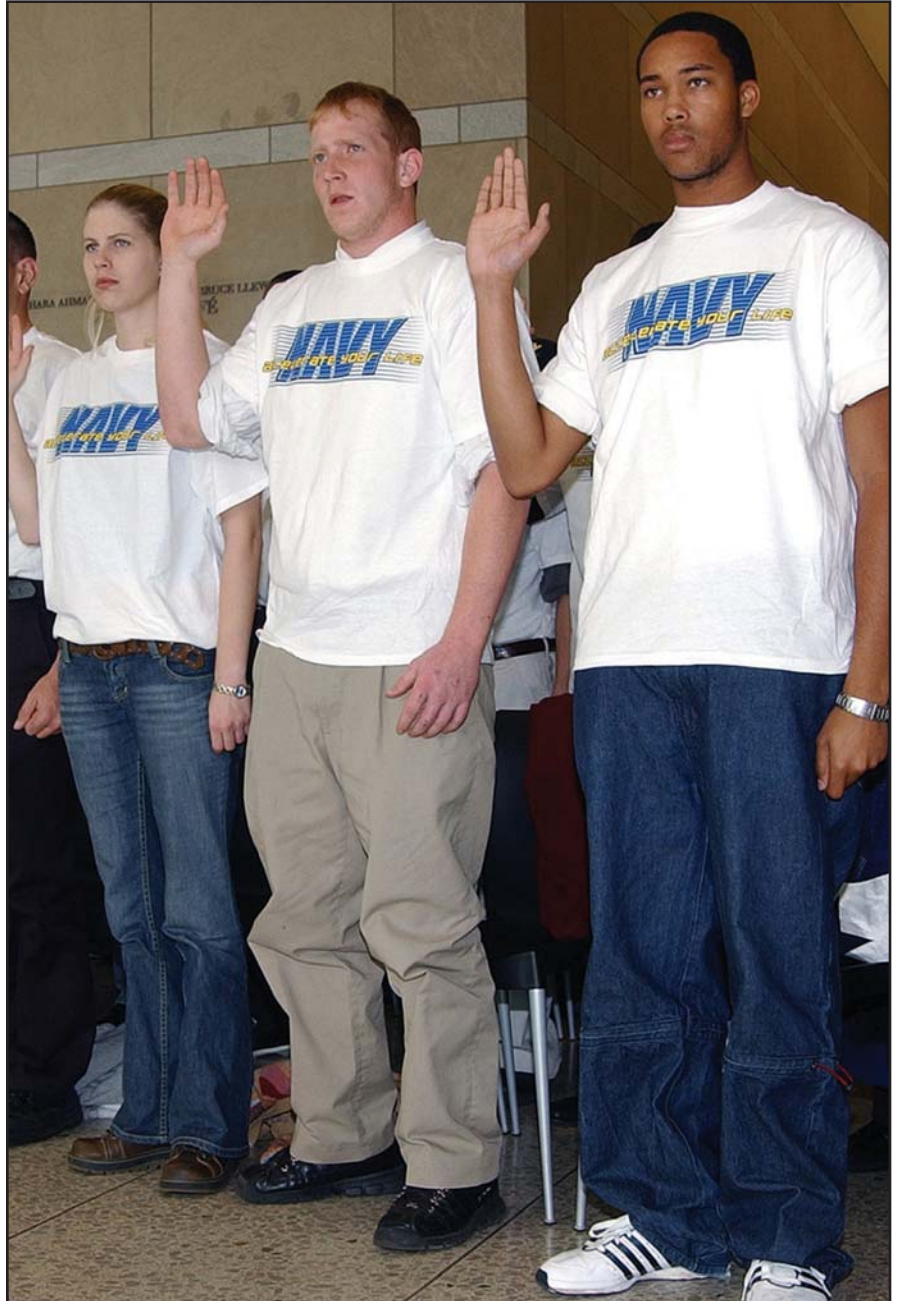
DEP Recruit William Dodson, who has signed up under the Advanced Electronics Computer Field, came away from the demonstration with a new appreciation of how the Navy takes care of Sailors.

"A roadmap to our individual success has been prepared for us by the Navy," Dodson said. "We can see that we're not alone - the Navy is right there with us, and together, we can more easily achieve success."

CID Commanding Officer, Capt. Kevin R. Hooley, affirmed the significance of offering early training to the DEP recruits.

"This highly motivated group of young men and women are the future of our Navy," Hooley said. "Having sworn to defend our country and constitution, they are the ones who will ensure the success of our force and the safety of our nation for many years to come. It was our privilege to help show them how to continue to develop their personal and professional resumes."

Visit Navy Knowledge Online at <https://www.nko.navy.mil>, and Navy COOL at <https://www.cool.navy.mil>.



philadelphia, pa

Navy Delayed Entry Personnel (DEP) from the Philadelphia area, take the oath of enlistment at the National Constitution Center. Delayed Entry Personnel are those who have passed entry requirements to join the Navy and are waiting their turn to ship out to boot camp. Reciting the oath was part of a ceremony honoring veterans. U.S. Navy photo by MCC Monica Hallman.

Navy Reserve Affiliation

Offering Sailors Another Chance to Serve Their Country

By MCC Teresa J. Frith, Navy Personnel Command Communications Office

Sailors coming to the end of an active duty enlistment and thinking about getting out of the Navy, have a way to continue to serve their country and have a civilian career as well.

How? By affiliating with the Navy Reserve.

"Beyond the privilege of just having the honor to continue to wear the cloth of the nation, I believe the biggest benefit of joining the Navy Reserve is that it prevents a break in service," said Force Master Chief, Navy Reserve Force David Pennington. "This could be a crucial element in the service category if you ever do return to active duty. Keep the clock running and continue to grow."

The Navy Reserve mission is to support the Fleet, be ready and fully integrated. The Navy has implemented a "total force" concept, with the Navy Reserve providing 20 percent of the Navy's total assets. Navy Reservists can be found everywhere their active duty counterparts serve, both in peacetime and in support of the Global War on Terror.

"The most important thing about the Navy Reserve today is the change from a 'strategic,' or 'Cold War in waiting' force, to an 'operational' status," said Pennington. "It is a force that is integrated and aligned with the active component, with over half of it mobilized in support of the Global War on Terror. We are no longer a part-time Reserve or weekend warriors. The Reserve Force

consists of citizen Sailors who bring incredible skills and capabilities to the fight."

There are several avenues for joining the Navy Reserve, including Navy Veteran (NAVET), Other Service Veteran (OSVET), Recruiting Selective Conversion Reenlistment (RESCORE-R), Advanced Paygrade (APG) and Seabee Enlistment for Veterans (CBVET).

The NAVET program is for service members with prior active or inactive service in the Navy or the Navy Reserve. Anyone who has been out of the service for less than four years can re-enlist in the Navy Reserve in the same pay grade as they had before. NAVETS may be eligible for up to a \$20,000 lump-sum bonus if they affiliate with the Navy Reserve for six years.

Officers in selected designators affiliated with the Navy Reserve may also be eligible for up to a \$10,000 lump-sum bonus for a three-year obligation.

In addition, other advantages to affiliating with the Navy Reserve include choosing a preferred drilling location close to home, no need to re-do basic training, continuing education benefits, continuing Service Group Life

Insurance coverage, maintaining access to the exchange, commissary and MWR facilities, and other benefits. Navy Reservists also receive four days of base pay for two days of weekend drills, and full pay and allowances for periods of annual two-week training or other active duty deployments.

"Today, there is better integration between the Navy Reserve and the active duty Navy," said CDR Thomas Vinson, Navy Personnel Command, Center for Personal and Professional Development. "We want to keep our investment in the Sailors who have spent time in the active duty Navy and already have the training to do the job. When Sailors decide to get out of the active duty Navy, we want them to know their options for continuing their service to their country through the Navy Reserve."

If interested in affiliating with the Navy Reserve, contact a Navy career counselor, your detailee or any Navy recruiter. You can learn more at the Navy Reserve official website at <http://www.navalreserve.com/activeduty>.



practice to be perfect

Aviation Ordnanceman 2nd Class Jewell Migram of Black Rock, Ark., and Aviation Ordnanceman 1st Class Ron Willis of Philadelphia, Pa., practice assembling a BDU-45 bomb aboard the Nimitz-class aircraft carrier USS Theodore Roosevelt (CVN 71). Migram and Willis are both Navy Reservists and are aboard for their annual training. Roosevelt is currently underway maintaining qualifications as part of the fleet response plan. U.S. Navy photo by MC1 Michael Worner.

center in the spotlight

Center for Naval Leadership

By Center for Naval Leadership and Naval Personnel Development Command Public Affairs

VIRGINIA BEACH, Va. – In the spotlight this month is the Center for Naval Leadership (CNL), one of 15 Centers assigned to Naval Personnel Development Command (NPDC). CNL enhances the capabilities of 21st century Navy leaders and instructors through the development, delivery and support of training and education materials. They also provide opportunities along a continuum of personal and professional growth to meet mission driven requirements.

CNL was established in 2003 as part of the Navy's Revolution in Training.

Following the reorganization of training within the NETC claimancy, CNL assumed responsibility for both the Navy's Instructor and Leadership Development Continuums (LDC). Today, there are 22 Active Component and 91 Reserve Component Learning Sites providing in-residence leadership development opportunities for all Sailors. Of those Active Component Sites, three provide training opportunities for officers. Instructor Training is provided at seven locations to include Groton, Conn., Kings Bay, Ga., Norfolk, Va., Pensacola, Fla., San Diego, Great Lakes, Ill., and Pearl Harbor, Hawaii.

Leadership courses delivered by the Learning Sites include standardized curriculum for the positional requirements of Work Center Supervisor, Leading Petty Officer, Leading Chief Petty Officer, Division Officer and Department Head. This year alone, more than 46,000 seats have been made available for Sailors to attend leadership training. In addition to the opportunities provided at Learning Sites, CNL also provides Mobile Training Teams (MTT) worldwide to locations that can support the technical, physical and personal security requirements of the training courses. Whenever possible, MTTs will work with any command or organization to offer courses that do not conflict with operational schedules. In the recent past, CNL has provided MTTs to Sailors in Bahrain, Kuwait, Qatar and Djibouti. Unfortunately, due to the unique nature of the training, courses cannot be conducted at sea.

The Navy's training programs are recognized by our sister services and the civilian community as among the best in the world. In large part, that is due to the quality of

the Navy's Instructional Delivery Continuum (IDC), which includes the Work Space Trainer, Instructor/Facilitator, and the Master Training Specialist Programs. Each of these programs and training events are designed to support the needs of Sailors assigned to training positions throughout the Navy.

Utilizing the science of learning, the courses and programs within the IDC and LDC capitalize on technological advances and provide blended learning solutions to more effectively train and educate the force. Each continuum consists of in-residence and e-learning opportunities that provide a foundation for additional growth and development, which will occur in the fleet and on the job.

The Center for Naval Leadership is located at Naval Amphibious Base Little Creek, Va. To learn more about CNL's Leadership Programs and courses, visit the Center for Naval Leadership page on Navy Knowledge Online (NKO). To schedule your leadership class, contact your unit training coordinator or your local Training Support Center (TSC).

Early Promote Sailors TIR on advancement exams must be validated

Many Sailors are anxiously awaiting this year's Active and Reserve CPO results. Many of these are "Early Promote" Sailors, who may be reflected as discrepancies due to Time in Rate (TIR) errors. To ensure those EP Sailors in which the CO also granted a one year TIR waiver (not automatic) are validated as such when the exam is sent to NETPDTC the following guidance is provided:

BUPERSINST 1430.16F Ch. 2, para 216.g(1) states:

"COs may waive up to one year of the required TIR for Sailors in paygrades E-5 and E-6 who received a promotion recommendation of Early Promote on their most recent observed periodic evaluation in that paygrade. Personnel authorized a TIR waiver under this paragraph shall be identified in the transmittal letter to NETPDTC. Failure to identify candidates who have been granted TIR waiver will result in invalidation of the exam because of insufficient TIR.

Navy Tracks Deployment

By MCCS Bill Houlihan
NPC Communications Office

Task Force IA and Navy officials are ensuring Sailors assigned to Individual Augmentation (IA) billets are being accurately tracked and rewarded for their service. Effective immediately, all Sailors ordered away from parent commands will receive accurate recognition in blocks 29, 41 and 42 of their evaluation or fitness report.

Block 29 specifies a Sailor's primary and collateral duties while blocks 41 and 42 are areas for promotion recommendation and comments on performance, respectively.

Chief of Naval Personnel Vice Adm. John C. Harvey Jr., in a message released October 27, said Task Force IA was specifically chartered to quickly and thoughtfully design and implement a system to award credit for IA tours.

"The effort, talent and dedication expended in this war," said Harvey, "cannot be measured in man-days or some other form of arbitrary accounting system."

Harvey stipulated that unit commanders will immediately begin documenting their IA Sailors through the ITEMPO reporting system, which is a vehicle to enter and archive each Sailor's deployed events. The Sailor's parent command will input the IA start date, projected end date and Unit Identification Code (UIC) for the IA assignment. Use of ITEMPO will ensure Sailors individually deployed in support of GWOT are compensated in terms of time at sea when they return to their home units, stations or ships.

Capt. Mike Saylor, Navy Personnel Command's Augmentation Division (PERS-46) Director, said one of the challenges his team has faced is dealing with the fact that not all IA orders have been written in his shop. That had resulted in some IA Sailors flying under the PERS-46 radar, said Saylor. With ITEMPO now employed, every Sailor assigned to CENTCOM will receive credit for their IA duty. What kind of credit? The kind Sailors take the most seriously.

Advancement points, exam flexibility, and follow-on coast assignment guarantees have all been approved, depending on the length of time spent in various locations. Specific

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Leadership Development Training is Key to Future Naval Capabilities

By MC1(SW/AW) John Osborne, Naval Personnel Development Command Public Affairs



one of 21

Information Systems Technician (IT) 1st Class Charles Koonce assists IT "A" School students in the new Virtual Radio Room (VRR) at the Center for Information Dominance (CID) Corry Station. The VRR provides an electronic simulation of the communications equipment Sailors will work on in the Fleet. It allows students to manipulate the machines virtually, offering a hands-on training experience while saving government dollars required to procure and maintain traditional technical training Equipment. U.S. Navy photo by Darlene Goodwin.

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VIRGINIA BEACH, Va. - The Center for Naval Leadership (CNL) is fully capable of supporting 30,000 students for in-resident leadership training. This capability exceeds the demand of the 28,000 time-in-rate eligible Sailors who currently need the courses for advancement off the August and September 2006 exams or those eligible to take part in the CY 2007 exams cycles for reserve and active duty Sailors.

CNL's Commanding Officer, Capt. Jack Webb, said this opportunity should be taken advantage of by everyone who needs it, and he is adamant that commands and individual Sailors should not wait until the last minute. "We need to take advantage of the additional capacity while it exists now. In the future, manpower and resource cuts will make it even more critical for commands to plan ahead," Webb said. "What we're after at CNL is for all Sailors to recognize the value added in developing 21st century leaders, and for them to take advantage of the opportunities to better prepare themselves and their subordinates for positions of authority and responsibility."

The ability of CNL to accommodate such a high number of students goes hand-in-hand with the changes to the Navy's Leadership Development Continuum and its associated programs. The changes came about as a result of two Naval Administrative Messages (NAVADMIN) that were released in January and February 2006. In January, NAVADMIN 033/06 was released reinstating in-residence Leadership Training Course (LTC) completion requirements for advancement eligibility for E-5 and E-7 Sailors, both active and reserve, and reiterated the E-6 eligibility requirements for advancement to CPO.

In February 2006, NAVADMIN 056/06 was released, holding in abeyance those requirements allowing E-5 Sailors and CPOs to take part in the CY06 advancement exams and selection cycles, but course completion was still required before the Sailor's actual advancement date. This policy allows for the first flag officer in the chain of command to waive those requirements to participate in the advancement exams and selection cycles due to operational commitments, and that policy will remain in effect. If a waiver is granted, Sailors must still complete the appropriate leadership training course prior to their date of advancement. Grandfather clauses exist for those who had completed previous leadership training courses.

Plainly stated, beginning in January 2007, completion of the Work Center Supervisor Leadership Course (WCSLC) will be a requirement for participation in the E-6 advancement exam. First Class Petty Officers must complete the Leading Petty Officer Leadership Course (LPOLC) to participate in the E-7 advancement exam, and Chief Petty Officers must complete the Leading Chief Petty Officer Leadership Course (LCPOLC) to be considered for promotion to senior chief.

He also added that a "top priority for command leadership needs to be effectively developing the Navy's future leaders to ensure all Sailors reach their full potential. This means changing the culture of viewing leadership development courses as a "check-in-the-block" requirement for advancement." He wants leadership at all levels to understand that every mission and each capability is dependent on effective leadership to bring them to life.

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"What we're after at CNL is for all Sailors to recognize the value added in developing 21st century leaders, and for them to take advantage of the opportunities to better prepare themselves and their subordinates for positions of authority and responsibility," Webb said. "We are looking for an understanding of the leadership responsibility and a commitment to the personal and professional development of all our Sailors."

The Leadership Training Courses, managed by CNL, have been completely revamped from the legacy leadership courses. The 40-hour in-residence courses are held for eight hours a day over a five-day period. The WCSLC, LPOLC and LCPOLC curriculums also include 20 hours of e-Learning. Webb is adamant that a Sailor will not be turned away from attending a course, but individual Sailors and their command leadership must realize how important and beneficial the training is and make time for themselves and their subordinates to attend.

"We don't say no, and we are willing to work around the schedules of operational units to make sure the training has as little impact as possible," he said, adding that all 21 learning sites have classes scheduled nearly every week. "Where we don't have a learning site and there is a sufficient student population, we will send a Mobile Training Team (MTT)."

For the thousands of Reservists dispersed throughout the country and any active duty Sailor assigned away from fleet concentration areas, CNL has 170 qualified reserve leadership facilitators who can deliver the training in an additional 70 dispersed learning sites (mostly Reserve Centers), eliminating the need for travel. For those Sailors who are in a time pinch, Webb said CNL has, to date, not turned away a Sailor who has shown up at a learning site as a stand-by student on the first

day of class. The only forums where the training is not offered are on board ships and in combat zones, where technical limitations and safety make the course impractical.

"Our intent is to be customer-focused, and our customer is the Sailor and the Fleet," he said. "Our goal is to provide as many opportunities as possible for the Sailor to take advantage of. We will stand up additional courses where there is a demand wherever we have the ability to do it."

According to Webb, Sailors need to seize the opportunity to attend leadership training as soon as they are eligible instead of waiting until the last minute before an advancement exam because the training is most effective when it is used to prepare them for positions of authority and responsibility before they are actually in a billet that requires the knowledge. He also stressed that the diversity offered in the classroom environment at CNL Learning Sites is invaluable.

"The largest benefit that we see for leadership development is doing it with a diverse group of students so that they get those differing perspectives for solving problems," he said, alluding to the make up of a class that, for example, puts submariners, aviators, supply clerks, administration workers and medical technicians in the same learning environment. "If the majority of individuals we have in a class are Sailors from the same command or the same rating, they are all going to have a similar understanding and the same set of solutions, and they may not be able to take advantage of those differing perspectives and different ways of getting at the problem."

To learn more about CNL's Leadership Programs and courses, visit the Center for Naval Leadership page on Navy Knowledge Online (NKO). To schedule a leadership class, Sailors should contact their command training coordinator, regional training support center or local leadership learning Site.



guidelines and information on IA incentives can be found on Navy Knowledge Online in the Individual Augmentee section.

Saylor said that in addition to the incentives now offered to Sailors on IA, new Navy Enlisted Classification (NEC)'s and Additional Qualification Designators (AQD) have been added to support GWOT.

More than twenty five NEC's are now based in major mission areas such as Improvised Explosive Device (IED) suppression, Detainee Ops, Civil Affairs or Embedded Training Team Member. Additionally, 128 AQD's have been assigned to support GWOT.

Saylor also said there has been significant process improvement in regard to the notification and training of Sailors tabbed for IA duty.

"The IA process has matured over the past year with numerous increases in efficiency," Saylor said. "The collaboration between OPNAV, Commander Fleet Forces Command and NPC has been instrumental in achieving our common goal for advanced notification, better defining requirements and making sure personnel have the right training prior to deployment."

Saylor said the Task Force is now focusing on sourcing IA assets to the global force manager, providing better capacity models to leadership and working to further integrate the newly-established Expeditionary Combat Readiness Center.



doing her part

Airman Stephanie Artea, a native of King City, Calif., mans the gun turret of a Humvee while maintaining perimeter security in Al-Shu'illah, Iraq. Artea is an individual augmentee attached to the 414th Civil Affairs Battalion's Headquarters Company. U.S. Navy photo by MCC Daniel Sanford

Port O' Call: Europe

Info courtesy of Commander, Navy Region Europe, Public Affairs Office and the Rota, Naples and Sigonella base website

Duty in Europe offers Sailors a chance to combine business with pleasure by giving them the opportunity to live in and learn about a foreign country, while at the same time contributing to the Global War on Terrorism (GWOT). Navy Europe is a key contributor to the joint and coalition team fight in the GWOT. Sailors who serve in Europe provide support to military in and out of the U.S. Central Command Area of Responsibility, as well as contribute to other forces in the area.

"This will be a long war affecting and involving generations to come," said Admiral H.G. Ulrich III, Commander, U.S. Naval Forces Europe.



postman

LT Ken Vargas of Naval Station Rota's Public Works department throws candy to spectators lining the streets in Rota for the Royal Postman Parade. Vargas was selected to be Rota's Royal Postman, a distinguished honor and part of Spain's Christmas tradition. Vargas, as the Royal Postman, collected letters from children to deliver to the Three Kings. The letters are the children's wishes for Christmas. The Three Kings represent the Magi who followed the star to Bethlehem to witness the birth of Jesus. Photo by MCC Robert Garnand.

"In the short term, we must concentrate on protecting the force and denying terrorists the use of the Navy Europe battle field."

Sailors and their families in Europe are ambassadors of the United States. A tour in Europe can be an enlightening experience for the Sailor, his family and their European counterparts. Duty is available in several locations, depending on the Navy's mission in that country. Both enlisted and officer detailers have the list of billets available in each rating or designator.

"My vision for Naval Forces Europe is that it will strengthen its position of maritime leadership in the promotion of peace, stability and security in Europe and Africa," said Ulrich. "We do very little anymore as a solitary service at sea. The days of Navy ships sailing over the horizon to do battle disengaged from their sister services or coalition partners are long gone. Navy Europe brings unique maritime and expeditionary warfighting capabilities to the larger joint and coalition forces."

Sailors can serve in NATO, Joint, or Navy billets in many locations in Europe, including England, Belgium, Germany, Portugal, Spain, Greece,

and Italy. Three locations with a major Navy presence are Rota, Spain, Naples, Italy and Sigonella, Italy.

Rota, Spain

Naval Station Rota, Spain is located near the Strait of Gibraltar and at the halfway point between the United States and Southwest Asia. It provides support to U.S. Sixth Fleet units in the Mediterranean, U.S. Air Force Air Mobility Command units, and U.S. and NATO ships. It also provides quality of life support to Moron Air Base, ARG support sites at Palma de Majorca, NATO headquarters in Madrid and the Military Sealift Command's Maritime Pre-positioning Squadron, and supports NASA Space Shuttle missions, and ongoing operations in the European theater of operations.

This small base provides an exciting backdrop for single Sailors or families, and offers a unique opportunity for Sailors to grow personally and professionally.

"Rota, Spain has offered my family and me new friends, beautiful beaches, and more than 40 day trips to places such as castles, churches, gorges, hikes and even a crocodile farm," said YN1 (SW) Dustin Kimbel, Naval Station Rota. "The people have always been friendly and made us feel free to venture outside the base to all sorts of interesting cities. Since we arrived three years ago, we have been to Morocco, Portugal, France, Gibraltar, and Germany. This overseas tour has been outstanding."

Traveling throughout Spain is not without its challenges, but according to Kimbel, there is "cheap airfare and trains take you all over Europe."

Throughout the year, tourist activities co-mingle with typical Spanish customs. There are bullfighting seasons, religious festivals, and sightseeing trips that include cathedrals, flamenco dancing, Roman and Moorish architecture, and the running of the bulls. The area is also a principle locale for olive groves and vineyards.

While duty in Rota is professionally beneficial to the service member, it's fantastic for

family members, as well. The conveniences and benefits afforded to the 6,000 Americans on base are extensive, including a \$19 million security complex, which consolidated existing security and emergency service facilities; a \$22 million command operations headquarters; a one-of-a-kind transient bachelor enlisted quarters; a \$32 million Navy Exchange and Commissary mall complex; and the Department of Defense Dependents School, which has state-of-the-art elementary school and high school facilities. For more information go to <https://www.rota.navy.mil/navsta>.

NAPLES, ITALY

With its ample mountains, exotic seas, delicious foods, and ancient historical landmarks, Naples is in a category of its own.

The Naples/Gaeta community is host to more than 100 separate commands. Whether active duty, civilian or family member, the community has something for everyone.

The key to enjoying a successful tour lies in remembering that living in Italy is not like living in the United States. The customs, culture

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say "cheese"

Aviation Warfare Systems Operator 2nd Class Trevor Godwin, Patron Squadron 16 (VP-16) War Eagles, poses with local national visitors during the Frecce Tricolori airshow in Sigonella. VP-16 was one of many commands to set up static displays during the Italian air show hosted by the Italian Air Forces' 41st Stormo. The 41st Stormo and Naval Air Station Sigonella share the Sicily-based airfield and work side-by-side on a daily basis. Naval Air Station (NAS) Sigonella provides logistical support for commander, 6th Fleet and North Atlantic Treaty Organization (NATO) forces in the Mediterranean area. U.S. Navy photo by MC3 Charles Edward White.

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and way of life here are significantly different, including electric power and utilities; shopping, driving and dining.

For example, most people stationed in Naples are unaware that they are living in the birthplace of pizza. Over the centuries, a veritable tradition of pizza was developed among the Neapolitan poor. Raffaele Esposito made a modern pizza with mozzarella di bufala and tomato in 1871 in Naples for Princess Margherita of Savoia. This patriotic pizza of basil, tomato, and mozzarella in honor of the new tricolor Italian flag's red, green, and white, became the pizza alla Margherita. This form of pizza was made known, popularized, and adapted the world over through waves of emigration from Naples in the late 19th and early 20th centuries. Since then, this delectable pastry has become the landmark of foods in Naples.

Neapolitans also have a way of living a relaxed, yet exciting lifestyle. With Italy bearing the title of "techno capital of the world," there is an abundance of nightclubs that offer varieties of techno music. By no means is this to say that Naples is a party town and that is all there is to do. Naples is full of history dating back to medieval times. There are ruins galore. Ancient architecture is preserved and rarely built upon. History plays a big part in the lives of the Neapolitans. It represents their heritage, their way of life.

The support site, a gated housing development, is built above an ancient Roman crossroad. Although Italian historical preservation laws forbid the building of structures above such remains, the construction of roads above the Roman roads is permissible. A hand-laid brick walkway now bisects the support site, covering the Roman roadway. A well that provided water to the road's travelers is preserved on the ground floor of what is now Naval Hospital Naples.

The educational community has been able to use new college programs to expand opportunities to pursue a college degree in Naples. Both resident and visiting professors offer flexible programs that make earning a degree on active duty possible. Within the last year, more than 200 students from the Naples military community earned their degrees, ranging from associates to graduate degrees. Nevertheless, schooling for adults is not all to weigh when considering education in Naples. Both the elementary and high schools bus students from throughout the Naples and neighboring Gaeta areas. Many families also take the opportunity to enroll their children in Italian pre-school.

Language barriers, cultural differences, limited spouse employment opportunities, and relative isolation from life and family in the United States are issues shared by many overseas assignments. It is possible to work,

live, and shop entirely on U.S. facilities, but to do so would be to miss rare cross-cultural opportunities that serve a foundation for a successful overseas experience.

From the white sandy beaches along the Mediterranean Sea, to the world famous Mt. Vesuvius--which pummeled the towns of Pompeii and Herculaneum in 79 A.D.--these are what makes Naples old, yet refined. For more information go to <http://www.naples.navy.mil/>.

SIGONELLA, SICILY

U.S. Naval Air Station Sigonella, Sicily, is located in the middle of the Mediterranean, and is the primary logistical support element for U.S. Sixth Fleet operations. Home to over 7,000 military and civilian personnel including family members, it has rapidly expanded its mission as the hub of naval air operations in the Mediterranean Sea. It is an Italian Air Force Base, and as such, plays host to not only a bustling naval air station conducting round-the-clock operations, but also as a NATO maritime airfield, which due to its crucial location, plays a vital role in supporting joint and combined military operations in the Mediterranean, Middle East, and Africa.

Sigonella offers a variety of recreational activities to residents and has undergone several improvements to its MWR facilities.

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Navy Knowledge Online (NKO)

By Ed Barker Naval Education and Training Command Public Affairs

Leaders from the Naval Education and Training Command are pushing the Navy's single Web portal for training, education and professional growth to its limits, thanks in part to dedicated industry partners and a host of new users. NKO is the tool to equalize training opportunities throughout the workforce.

Today's global Navy offers Sailors tremendous opportunities and many challenges. One of the toughest challenges for the Navy is maintaining equitable access opportunities for all Sailors with respect to training, education and personal and professional growth. It's difficult to provide the same opportunities to Sailors stationed "boots-on-the-ground" in Iraq or in the middle of the Indian Ocean that they would enjoy if stationed ashore in Norfolk, Va.

Navy Knowledge Online (NKO), managed by the Naval Education and Training Command (NETC) in Pensacola, Fla., is the tool the Navy is developing to equalize education, training and professional development opportunities throughout the entire workforce.

According to the NKO program manager, the Web portal is part of the training, education and career-management system that supports the growth and development of Navy personnel, which enables the Navy's joint warfighting ability.

"The Navy is integrating manpower, personnel, training and education (MPT&E) into a single enterprise to create a more agile and responsive organization," said Peg David, NKO program manager for NETC. "Our goal is to create a Navy in which all Sailors—active, reserve, afloat, ashore and civilian—are optimally recruited, trained and assigned so they contribute their fullest to mission accomplishment.

The Navy is working aggressively to implement programs that allow Sailors to take more responsibility in developing their own learning goals, both professionally and personally. NKO, in conjunction with these tools, will aid Sailors

in the management of their careers as well as the Navy in the management of our most important asset—people."

History

Launched in September 2002, NKO (<https://www.nko.navy.mil>) is the Navy's knowledge portal, enabling Navy education, training and professional growth management for personnel throughout the fleet. Sailors can link to vital career information, education and training resources, college programs, technical systems resources, communities of practice and knowledge centers, academic and technical libraries and other professional and personal development resources.

"A dynamic, broad-based delivery system, NKO is designed to be accessible by all Sailors [active, reserve and retired], Department of Navy civilians and family members," David explained. "Whether on the job, on the road or at home, NKO connects users with the information, expertise and learning opportunities required to support both professional and personal development. For Sailors at sea, an afloat version of NKO is under development to deliver equitable access to information on the Web portal."

Afloat

The Navy plans to outfit every ship with a server containing much of the information and most of the tools a Sailor would find if he or she logged on to NKO on a computer at home.

According to David, the issue of limited bandwidth at sea will be addressed by distance support servers and replication-compression technology. "Ships

and submarines will receive a Navy Sea Systems (NAVSEA) distance support server which will contain education, training and other personal and professional development, and career management programs," David said. "A Sailor at sea will interact primarily with the local onboard server and only when the ship or submarine establishes connectivity with a satellite or from the pier will updates be transmitted and/or received. For example, the local server will host most Navy e-Learning courses. From the Sailor's perspective, interaction with



teach to use

U.S. Sixth Fleet Command Master Chief James P. Russell helps a junior Sailor understand the Navy Knowledge Online website aboard USS La Salle (AGF 3). U.S. Navy photo by MC1 Paul Phelps.

the onboard learning system will be in real time. After a course is completed, that data will be transmitted off the ship where the Sailor's electronic training jacket (ETJ) and 5VM will be updated."

The first dedicated NKO Afloat capability was delivered in July 2005. This initial at-sea capability is a scaled-down version of the total capability and contains selected NKO-accessed content and courses most used by shipboard-specific communities. Because all of the NKO content that would normally take up the ship's bandwidth is stored locally, it leaves the text-based information as the only data that actually needs to be transferred from the ship.

Improvements

NKO underwent a major re-design and improvement effort in June 2005. David spearheaded the NKO team's re-design efforts. "The goal of the NKO re-design was to improve overall usability of the site by making content easier for users to find," David said. "As a result, users are experiencing a more intuitive display with detailed login and help instructions, an improved user-friendly navigation model and labeling of content. The new layout focuses on delivering tailored content relevant to the individual based upon the user's status: active duty, reserve, civilian, job specialty, warfare community, etc." Changes included a new global navigation structure that supports all users,

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improved site nomenclature, content and layout improvements for information and community-specific user home pages.

Additional Features

NKO links to an online environment that allows Sailors to manage their own careers, obtain information for personal and professional development, share information in a collaborative environment, solve professional problems, participate in mentorship programs and communicate with peers around the fleet. Assets available through NKO include:

Access to CMS

Previously known as JASS, and then JCMS, the Career Management System (CMS) is the Navy's Interactive Detailing platform. CMS is designed to enable Sailors and commands to identify the best job for the Sailor and best Sailor for the command.

CMS is designed to enable enlisted Sailors to research possible future jobs, and commands to review and comment on Sailor applications.

Ultimately, CMS, in conjunction with the 5VM, will empower Sailors with the ability to compete for jobs and career opportunities. Today, job matches are based on job specialty, rank and specialty certifications. In the future, jobs will be based on skills, certifications and qualifications as documented on the 5VM.

Even though it is still under development, CMS is a tool Sailors and commands can use now.

Lifelong Learning

As the Navy increases its emphasis on lifelong learning and the use of the Internet for training and education, Sailors are being empowered with tools to better track and manage their progress.

The electronic training jacket is an electronic file that integrates Navy-training databases so that Sailors can view and print from a single source all documented information on training and education accomplishments, advancement status, qualifications and certifications.

The Education Roadmap simplifies the process for obtaining a college degree. By using a roadmap tailored to their rate and rating, Sailors learn how to gain maximum credit for their Navy training and experience and how to transfer college credits from other institutions and specialized schools.

College credit for Navy training is applied to the Sailor and Marine American Council on Education Registry Transcript, available through the Navy Knowledge Online and Navy College Program Web sites. The information is documented in a Sailor's ETJ and 5VM. The Navy Education Resource Center provides access to study guides and practice exams for the Armed Forces Vocational Aptitude Battery and General Educational Development tests, as well as College Level Examination Programs, Scholastic Aptitude Tests and more.

NKO's Future

As with any program, the advent of technology and information technology systems allows NKO to grow and improve. Future changes will incorporate a new search engine that crosses applications that interface with the NKO portal, an improved library-content-management system and adds encryption to the user authentication.

"NKO's growth has been exponential," David said. "It has become the go-to portal for a Sailor's training, education and career management, and we've designed it to fit into the work day and enable Sailors to make career decisions within the Navy and beyond. We continue to analyze how Sailors use NKO, and are looking at tools that will allow metrics to be gathered to help us determine how to make the Web portal even better in the future."

Additional Information

Sailors can learn more about Navy Knowledge Online's functionalities and capabilities by exploring the links on the NKO home page. A good place to start is with the self-paced tutorial called, "DISCOVER Navy Knowledge Online" found on the "About NKO" page, by clicking on a hyperlink located in the top right corner of every NKO page. More tutorials and various user guides can be found on the same page

Editor's note: Ed Barker is the Media Operations Director for Naval Education and Training Command. For more information on Navy education and training, visit the NETC Web site at <https://www.netc.navy.mil>.

NKO BY THE NUMBERS

More than 600,000 (and growing) worldwide users are registered with NKO.

Approximately 96 percent of active duty members and 90 percent of reservists have NKO accounts.

On average 8,493 new people register every week.

NKO averages 22,214-30,000 logins per day.

Total number of uploaded files: 232,351.



Head Detailer position changes hands

By MCC Teresa J. Frith, Navy Personnel
Command Communications Office



Rear Adm. Daniel P. Holloway (left) recently turned over responsibility as the "head detailer" to Rear Adm. Scott Hebner, at Navy Personnel Command. Under Holloway's leadership during the past two years, Career Management (Pers-4) improved the individual augmentee assignment process, supported the fleet response plan and spearheaded the Total Force integration of active duty and Navy Reserve forces across the war-fighting spectrum. Holloway and Hebner both have personnel experience, having served together as detailers from September 1994 to July 1996. Holloway heads to Norfolk as the Commander of Carrier Strike Group TWELVE, currently embarked aboard USS ENTERPRISE (CVN-65). Hebner reported to Millington from Washington D.C. where he served as the executive assistant to the Chief of Naval Operations.

RDML Scott Hebner has replaced RDML Daniel P. Holloway as the Assistant Commander, Navy Personnel Command for Career Management, PERS-4.

"I'm thrilled to join the NPC team and follow a great Sailor, RDML Dan Holloway, as the "Head Detailer," said Hebner. "His outstanding efforts and dedication have had a lasting impact on our Navy and our future. We wish him continued success as he rejoins the Fleet. It is a great honor to have this job, and with it comes a tremendous responsibility to take care of Sailors and our Navy - something I believe very strongly in."

Hebner has served on seven ships, including the USS Vogelgesang (DD 862), USS Moosbrugger (DD 980), USS Goldborough (DDG 20), USS Chance-lorsville (CG 62), USS Yorktown (CG 48), USS The Sullivans (DDG 68) and USS Gettysburg (CG 64). In-between sea duty assignments, he served in several shore positions, including Executive Assistant to the Commander, Allied Joint Force Command Naples/U.S. Naval Forces Europe and Executive Assistant to the Chief of Naval Operations.

"It has been a great assignment here in Millington," said Holloway. "I have enjoyed my time here and have seen many things accomplished. I wish RADM Hebner good luck and know I am leaving him with a great group of Sailors and civilians who will accomplish anything put before them."

TFIA continues work to improve IA process

WASHINGTON (NNS) -- Rear Adm. Sonny Masso chaired a Task Force Individual Augmentation (TFIA) meeting Jan. 16-18, which was aimed at further improving the IA process, and reviewing current policies and initiatives.

Masso, who has led TFIA since its inception, directed the review of the entire IA process to include detailing, training, and benefits for Sailors and their families, of both the reserve and active components. The review was part of a periodic assessment to ensure that procedures previously put in place were having the desired outcome for the Sailors affected by them.

"We were stood up in April of 2006 to do three things," said Masso. "First, we took a look at the sourcing and notification process. Then we took a look at the training pipeline to get our Sailors ready to go into harms way. Finally, we wanted to make sure we were taking care of the families of those who were serving as IA's, and make sure

they knew how much we valued their service."

TFIA is made up of senior officers and enlisted personnel from various commands who have a stake in the IA process. Members of Naval Expeditionary Combat Command (NECC), Fleet Forces Command (FFC), Navy Personnel Command (NPC), and the Chief of Naval Personnel (CNP) contribute to the task force.

"The ultimate goal of the task force is to work ourselves out of a job. If we are able to get these processes ingrained into the way we do business on a daily basis, then the task force would no longer be needed. I would consider that a big success for us and a bigger success for the IA's," said Masso.

Recent meetings of the task force have focused on establishing initiatives aimed at taking care of the Sailor's families and careers. Award points, duty preference, and advancement exam flexibility were some of the initiatives

announced in NAVADMIN 273/06. The original message, according to Masso, was not meant to be the final word, but rather a starting point.

"The initiatives have been in place for several months and we have gotten some good feedback from the Fleet," said Masso. "We want to keep reviewing the process and the incentives we are offering to the Sailors taking these jobs to make sure we really are doing the right thing by them. If there is a way to improve the process, we owe it to everyone to look into that."

Following the TFIA conference last week, a list of proposals was generated to modify and add certain incentives to IA's. These initiatives will be announced in the coming weeks.

"We want to make sure that we don't exclude one Sailor who is doing this important duty and legitimately deserves these incentives," said Masso.

Since TFIA stood up last year, NECC and Expeditionary Combat Readiness Command (ECRC) have also come online as the one-stop source for IA and family readiness issues. NECC integrates all war-fighting requirements for expeditionary combat and combat support elements. This transformation allows for standardized training, manning and equipping of Sailors who will participate in maritime security operations and the global war on terrorism as part of the joint force. They are involved in every aspect of an IA's professional development as they get ready to deploy, but are also the source for family information.

While the IA process continues to become more familiar to Navy personnel on a daily basis, Masso says it is TFIA who deserves much of the credit for its success.

"I have never been more proud of a group of people in my life," he said.

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naval coastal warfare units into an integrated maritime security force. These scalable security teams will be capable of defending mission critical assets in the near-coast environment, provide ground and afloat defense, along with a wide range of tasks such as detention operations and law enforcement.

Seabees make up more than one-third of the NECC force and are heavily engaged throughout the world. The Seabees are operating in Iraq and Afghanistan, constructing base camps, roads, airfields and repairing bridges and buildings. In addition, Seabees built a school dormitory and drilled water wells in Djibouti and provided shelter to flood victims in Ethiopia, as well as providing humanitarian relief in Pakistan, Indonesia, Bangladesh, East and West Timor and the Philippines.

To meet the Seabees' high operational demand, the Navy has funded, and First Naval Construction Division is forming, a ninth active naval mobile construction battalion and a third active naval construction regiment. The ninth battalion allows the Seabees to be on the same rotation as the rest of the navy - six months deployed and 12 months in homeport training.

In addition, NECC assumed oversight of Combat Camera Atlantic and the Navy Expeditionary Guard Battalion in Guantanamo Bay, Cuba.

One of NECC's goals is to develop an expeditionary warfare career path for officers and enlisted, allowing us to develop a cadre of seasoned professionals with expeditionary skill sets. Towards this end, the EOD and Diver communities were established as their own separate ratings in 2006. Additionally, NECC established the Expeditionary Warfare Specialist (EXW) program to recognize the core war fighting expertise and competencies needed in expeditionary Sailors.

Admiral Barnett praised the efforts of the entire expeditionary force and pointed out how critical the reserve force is to NECC.

NECC is a great example of active-reserve integration at work," he said. "Our Expeditionary Logistics Support Group, which is almost entirely a reserve organization, is providing outstanding support in Central Command, along with reserve coastal warfare and Seabee units. The majority of the individual augmentees and ad hoc forces we support through ECRC are reservists. They are a vital part of our total force."

While NECC may be a new organization established in response to the Global War on Terrorism, NECC's capabilities are traditional capabilities that extend beyond GWOT.

"NECC is a global force taking core Navy competencies and moving them into the maritime expeditionary environment," Admiral Barnett said. "Our Sailors are in every theater of operations, not just in Iraq and Afghanistan, conducting maritime security operations and performing humanitarian assistance. NECC Sailors, both active and reserve, are a major and relevant part of the Navy's contribution to joint warfighting and Theater Security Cooperation around the globe." Sailors seeking exciting and challenging jobs that are making a difference globally can find many opportunities with the NECC. NECC's functional areas include:

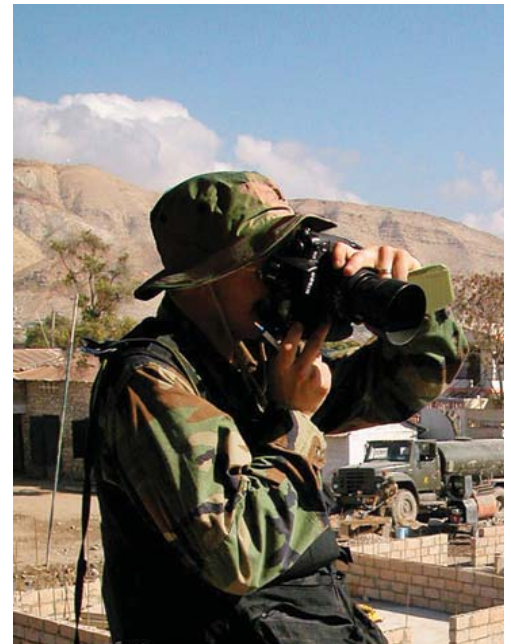
Explosive Ordnance Disposal (EOD): The Navy's force of choice, Explosive Ordnance Disposal (EOD) teams conduct counter IED operations, render safe explosive hazards and disarm underwater explosives such as mines. EOD detachments are supporting Navy carrier and expeditionary strike groups, U.S. joint forces, coalition forces, Navy Special Warfare and Army Special Forces in the Global War on Terrorism, responding to thousands of IED and unexploded ordnance incidents.

Mobile Diving and Salvage: Mobile diving and salvage units clear harbors of navigation hazards, perform underwater search and recovery operations and perform limited underwater repairs on ships.

Riverine: Maintaining control of rivers and waterways, the riverine force denies terrorists the use of the maritime environment as a venue for attack or for illegal purposes such as piracy and hijacking. Riverine maritime security operations ensure a safe and secure maritime environment so that legitimate trade continues and critical lines of communication remain open. Riverine Squadron (RIVRON) One is currently deployed to western Iraq, while RIVRON Two undergoes its training cycle. A third squadron stands up this summer.

Maritime Civil Affairs: The Maritime Civil Affairs Group is an enabling force that works directly with civil authorities and civilian populations in the maritime environment and be capable of handling specialty issues like maritime law, marine fisheries, port operations, security and administration, port customs, and maritime immigration in addition to standard civil affairs type issues. Two civil affairs squadrons are completing regional cultural and language training, with a trained team deploying recently in support of Global Fleet Station (GFS) Swift.

Expeditionary Combat Readiness Center: Supporting the thousands of sailors around the globe serving as individual augmentees, the Expeditionary Combat Readiness Center oversees training, equipping, deploying and redeploying our IA forces, as well as supporting their families by providing conduit



Combat Camera Sailor takes a shot
MC2 Roger Duncan, Fleet Combat Camera, Atlantic, documents construction of a new school being built by U.S. Navy Seabees. Navy photo by MCC Dave Fliesen

for communication, resource and referral through their website and toll free careline.

Expeditionary Training Command (ETC): ETC supports the Chief of Naval Operations' "Thousand-Ship Navy" concept by providing timely, focused and customized training in maritime capabilities such as small boat operations and port security to partner nations. ETC teams increase global maritime security capabilities and the host nation's capacity to govern and protect themselves. The first group of training teams also recently deployed in support of GFS Swift.

Maritime Expeditionary Security Force (MESF): MESF re-aligns existing Navy security force and naval coastal warfare units into an integrated maritime security force. These scalable security teams will be capable of defending mission critical assets in the near-coast environment, provide ground and afloat defense, along with a wide range of tasks such as detention operations and law enforcement.

Naval Construction: This fall, NECC will establish an additional active naval mobile construction battalion and a third active naval construction regiment to meet the high operational demand of the Seabees.

Navy Expeditionary Logistics Support Group (NAVELSG): Comprised of mostly reservists, NAVELSG delivers worldwide support to conduct port and air cargo handling missions, customs inspections, freight terminal and warehouse operations and ordnance reporting and handling.

For more information on NECC and its components, visit its website at www.necc.navy.mil

Log-in changes made to Career Management System/ Interactive Detailing

by MCC Teresa J. Frith, NPC Communications

Sailors using the Job Advertising and Selection System (JASS) Career Management System or JCMS have noticed several changes starting with a new requirement to log on using their Common Access Card (CAC) ID cards. The website is also shortening its name to Career Management System/Interactive Detailing (CMS/ID) and is adding a new "Gates and Flags" system that will give Sailors a fast, easy way to check if they are eligible for jobs listed in CMS.

"Protecting the integrity of our computer networks and the personal information of our Sailors is critical to our operations and our people," said Chief of Naval Personnel Vice Adm. John C. Harvey, Jr. "We made this change to ensure we have the strongest possible protection of our Sailors' privacy information."

Previously, Sailors could log-in to CMS/ID using only a user name and password, making it possible to view the system from any computer with Internet access. DoD regulations state that all government systems like CMS must be protected through login using Public Key Infrastructure (PKI) certificates, which are loaded on a Sailor's CAC ID card.

Sailors who don't have access to a CAC-enabled system will still be able to contact their career counselor or detailee by phone or email.

With the name change and new log-in requirement comes four new career tools: Gates and Flags, Career Intentions, Physical Readiness Information Management (PRIMS) access, and an improved Personal Data page.

- "Gates and Flags" is a system of checks and balances that immediately notifies a Sailor if they are ineligible for a job. These are shown by a series of pop-up screens explaining the reason for the Flag or Gate as well as the MILPERSMAN reference for easy reference when the Command Career Counselor attempts to make the application. These Gates and Flags indicate elements of a Sailor's record or profile that could prevent them from being selected for a job. For example, it might show that a Perform-to-Serve application. Flags won't prevent a Sailor from applying for a job, but may keep the detailee from approving the choice for reasons that may include excessive cost of the transfer, whether or not the

Sailor's skills match the position, or if it is located in the Sailor's listed geographic area of preference, etc.

- The Career Intentions tool will require Sailors to identify their career intention once a year. This will provide detailers, career counselors and commands with a more accurate rating-strength forecast.

- The PRIMS access tool will give Sailors a way to see their physical readiness data on the Sailor History page of CMS. The last five years worth of PRT scores will be shown, which could be a factor in Sailors being selected for certain jobs.

- The improved Personal Data page will instantly show Sailors information on themselves, including clearances, Exceptional Family Member status, marital status, number of family members, Perform-to-Serve status, etc. Detailers now view similar information on their screens in Millington.

Commands will also benefit from the new CMS system, as it will allow them to view job applications and service records of all Sailors applying for jobs in the command. Commands will be unable to view a Sailor's name, Social Security number or gender. This allows candidates to be picked based on their resume, instead of any other factors.

Commands will rate the applicants and let the detailers know their choices for positions. While the detailee will make the final decision on who gets the job, this gives commands a voice for input into that choice.

For more information, see NAVADMIN 278/06 or contact the command career counselor, respective detailee or visit the enlisted assignments page at <http://www.npc.navy.mil/Enlisted/CMS/>. Enlisted/CMS/.

... TFIA *continued from page 16*

"From the very beginning, they broke down the processes that bound the way we did business for years. They rewrote the book on getting results in a timely manner and they did it all while asking themselves only one question - 'What is the right thing to do for these Sailors?'"

For more information on IA duty and how to volunteer, visit the NPC website at

USING CMS/ID

- Career Management System/Interactive Detailing (CMS/ID) allows a Sailor to see what jobs/duty stations are available if they are in their Projected Rotation Date nine-month detailing window.

- CMS/ID is available at https://www.cmsid.navy.mil/jass/enl_sailor_home.

Sailors must login using a computer that is able to read a CAC ID card.

- Once logged in, a Sailor chooses the rank and rating desired, as well as whether they are searching for billets on sea or shore duty.

- A series of Gates and Flags let Sailors know if they are eligible for a listed position. Gates and Flags show items such as cost, preference, and skills needed for the job.

- Jobs must be applied for through a Sailor's Command Career Counselor.

- For more information go to www.npc.navy.mil/enlisted/CMS.

<http://www.npc.navy.mil/>. The ECRC hotline can be reached at 1-877-462-4302 and was established as a source for IA's and their families who have questions about any part of the process.

CNRC Helps Streamline Active to Reserve Transition

By Mass Communication Specialist 2nd Class (AW/SW) Gabriel Owens, Commander, Navy Recruiting Command Public Affairs

MILLINGTON, Tenn. (NNS) - Commander, Navy Recruiting Command (CNRC) started testing a new program in early November to streamline the process for Sailors wishing to transfer to the Reserves upon the expiration of their active-duty contract.

Called the Fleet to Navy Operational Support Center (NOSC) Program, this initiative is being tested at selected commands around the fleet.

"We're looking to make the transition from active-duty to Reserve more like transferring," said Capt. Ray Wynne, operations director at CNRC. "The less paperwork and hassle, the better we can recruit active duty to Reserve."

Under the new initiative, instead of being recruited by a "waterfront" recruiter when a Sailor is nearing the end of his contract, the member is contacted by their command career counselor (CCC). Once a Sailor indicates the desire to enter into the Reserves, the CCC can now contact CNRC's "Cyberspace" recruiters directly to begin the process.

"Cyberspace can then set up contact with the nearest recruiter and NOSC to where the member is planning to live after service," said Wynne. "Before the member even separates, they'll have a sponsor and a welcome aboard package from their NOSC."

The separating Sailor will still attend Transitional Assistance Program (TAP) and participate in other separation activities. The CCC will assist the Sailor getting their transfer to Reserve affiliation kit ready before separation.

Upon separation, the member takes their kit to their local recruiter within 10 days. The

recruiter gains the Sailor to the Reserves and verifies the first drill dates.

The test is scheduled to continue until September 2007.

Going from Active Duty to Reserve Duty

- Sailor at end of contract contacts CNRC Cyberspace Recruiter
- Cyberspace Recruiter puts Sailor in contact with nearest recruiter to where Sailor lives
- Sailor attends Transitional Assistance Program classes and receives Reserve affiliation kit
- Sailor take Reserve affiliation kit to local recruiter within 10 days of release from active duty
- Reserve unit gains Sailor and sets up their first Navy Reserve drill dates
- Sailor affiliates with their new Reserve unit and begins Navy Reserve career

Safeguarding Privacy Act Information

Helps prevent identity theft

According to statistics from the U.S. Department of Justice, 3.6 million households were the victim of identity theft in the second half of 2004, the latest year available. These numbers show that it is one of the fastest growing crimes in the United States.

The proper safeguarding of Privacy Act information can help to stop these numbers from rising each year. Part of this protection starts with limiting the government's collection and use of personal information through the Privacy Act of 1974, the Computer Matching and Privacy Protection Act of 1988, the Paperwork Reduction Act of 1995, and the Principles for Providing and Using Personal Information published by the Information Infrastructure Task Force on June 6, 1995.

Protected Personal Information (PPI) is information that can be used to identify a person uniquely and reliably, including, but not limited to names, social security number, address, telephone number, e-mail address, mother's maiden name, etc. The loss of PPI can be embarrassing and cause emotional distress for the individual, as well as erode confidence in the government's ability to protect their information.

In order to help prevent the loss of personal data, all personnel should receive training on the Privacy Act, so they fully understand their role in ensuring that it is protected. Refresher training should be given once a year. Privacy Training resources can be found at <http://www.privacy.navy.mil>.

In order to protect information, think privacy. Do not place PPI information on public websites. Don't assume that documents that are placed in recycle bins are shredded. Always do it yourself. Do not collect personal data without authorization or distribute it to anyone who doesn't have an official need-to-know.



These are only a few on the dos and don'ts of protecting personal information.

For more information, go to <http://www.privacy.navy.mil>.

FAO program

Gets a New Emphasis

written by Sgt. Jimmy Bentin

The Department of the Navy is in the final stages of fielding its Foreign Area Officer (FAO) Program, a program mandated by the Defense Department in April 2005.

The Navy program is now restricted line (RL) community, which replaced a legacy dual-track subspecialty system. The new community's designators (1710 and 1720) were approved by the Secretary of the Navy in September 2005, and make official the service's commitment to enhance its language, regional experience, and culture (LREC) posture in a changing global environment.

"This community will help us win the long war in ways we probably thought were not as important in the past," said Rear Adm. Phil Cullom, N5SP Director of Strategy and Policy.

"What we're finding is that you have to understand an area, you have to understand a people, you have to understand a culture if you are going to be able to make a difference in convincing people that terrorist groups are not ones that you want to harbor, or not ones that you want to support."

Cullom said the purpose of the community is to work relations between the State Department and the Defense Department at a foreign embassy and with foreign navies. The goal is to facilitate Naval visits to an area so that they could be effective with the host nation.

Also as a FAO, an officer could be attached to a fleet commander to provide cultural expertise and assist with relations with fleet commanders' areas of responsibility (AOR).

The first group of FAOs has begun graduate study in National Security Affairs and regional security studies at the Naval Postgraduate School (NPS), which will be followed by 6-15 months of

language training at the Defense Language Institute (DLI). Both schools are in Monterey, Calif.

Through the semi-annual officer transfer-redesignation boards, the Navy plans to select 50 FAOs per year. The Navy has already selected 98 FAOs from three boards held in December 2005 and June and October 2006. The ultimate goal is to have around 400 FAOs by 2015.

"At full maturity, the FAO program will be comprised of either fully qualified FAOs or FAOs Under Instruction (UI)," said Cmdr. Greg Molinari, the previous FAO Officer Community Manager.

Molinari also said that there would be three categories for selection as a FAO: Fully qualified FAOs, Enhanced FAOs, (E-FAOs), and New-build FAOs.

Fully qualified FAOs are officers who meet all criteria according to the Department of Defense Directive (DoDD) 1315.17. They must possess at least eight years of commissioned fleet experience and require no additional graduate or language education. These officers will be eligible for immediate re-designation as FAOs and for operational assignment overseas at the next projected rotation date (PRD).

Enhanced FAOs are those who possess extensive experience overseas and require only language training before they are designated a FAO.

New-build FAOs are those officers with superb operational records and exceptional academic potential. They will receive education from NPS and DLI before being assigned overseas.

To qualify for the program, officers must have eight years of commissioned service - a requirement because DoD policy requires that FAOs be "commissioned officers with a broad range of military skills and experiences," and "be able to represent the Defense Department to foreign governments and military establishments." Also, FAOs will have a level playing field for promotion.

"As a separate restricted line, FAOs will compete against other FAOs for statutory promotion," said Molinari. "Our statutory promotion boards will meet simultaneously with other line and staff corps." Molinari added that he anticipates promotion rates to meet or exceed fleet averages.

FAOs will not always be stationed overseas. When not assigned to operational or staff tours, FAOs will serve as, directors, action, or staff officers within commands in the continental United States (CONUS).

"This job takes an officer who really believes he can make a difference," said Cullom. "It takes an officer who wants to live overseas and become acculturated to different areas of the world."

Cullom added that these officers would be vital parts to theater security operations.

For more information on the program, contact the community manager, CDR Dawn Driesbach at (703) 697-4020 or dawn.driesbach@navy.mil.

Port O' Call

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The final phase of the recapitalization project was a \$26 million Morale, Welfare and Recreation complex.

The facilities include a multiplex cinema, a heated outdoor swimming pool, a 10-lane bowling center, a video arcade and more.

There is also base housing for both unaccompanied and married personnel. E-4 and below have first priority for the barracks, with E-5 and up given housing in the barracks on a case-by-case basis. Off-base housing can be found through the Housing office on the base.

There are also over 1,000 family units located within a 30 - 45 minute commute of NAS I and NAS II. The properties are townhouse and apartment style units. These properties are leased by the Navy from Italian landlords. NAS Sigonella is also in the process of a re-cap of 220 additional government quarters. "I'm in

one of three sets of government quarters here," said NC1 (SW) Sean Palmer, NAS Career Counselor. "Its Italian-style housing about 30 minutes away from the base. There are also two other housing areas closer to the base. It depends on whether or not you want to live nearer to the base, or closer to the Italian community."

However, base facilities are only part of the story of a tour at Sigonella. The Mediterranean architecture of NAS I and NAS II, with its red tile roofs and pastel walls, is in harmony with the environment and suggests the island's history. You can find many things here, from Baroque opera houses to discotheques, from olive groves to water parks. With 1,000 miles of beaches and a 5,000 ft. volcano-Mt. Etna looming in the background, Sigonella is a base with sunbathing and skiing nearby, modern amenities and ancient artifacts, plus mild weather and friendly people.

As rewarding as a tour in Sicily can be, it is not without challenges. The first hurdle usually faced by Sailors and their families is the language barrier. However, like most barriers, it can be overcome with effort and the proper attitude. The key to enjoying a tour in Sicily, as anywhere, is the ability to adapt to the environment. For more information go to <http://www.sicily.navy.mil/>.

All in all, duty in Europe offers Sailors the best of both worlds - the world of new and exciting adventures in a foreign land combined with the chance to make a difference in the GWOT.

"Victories in the GWOT will be won because we have executed the right mix of diplomacy, information, military and economic activities," said ADM Ulrich. "Navy Europe will help regional partners increase their maritime capacity and domain awareness within their territorial waters and economic zones."



last word

FLTCM

(SS/AW/SW)

Mike McCalip

Fleet Master
Chief

Manpower,
Personnel,
Training and
Education



Greetings shipmates,

Welcome to another excellent edition of LINK magazine. I am positive you found the information contained to be very useful and worthwhile. As you read, it should be very clear that your leaders are looking at Navy priorities to support the Global War on Terrorism (GWOT). In addition to our units that are on schedule deployment to the NAVCENT AOR, we have around 10,000 Sailors serving in Individual Augmentation (IA) assignments around the globe.

During my travels around the waterfront, one thing I am very aware of is that there is no shortage of bright, professional Sailors who desire an IA assignment and our leadership is keenly aware of that fact. Assignment as an IA is highly valued by Sailors and with that in mind the CNO and CNP have authorized incentives to ensure this service is recognized.

These incentives include:

- Advancement exam flexibility or rather options for IA Sailors to take a substitute exam. In the event a Sailor serving as an IA in a combat zone misses an entire exam cycle the results can be retroactively applied to the previous (missed) cycle.
- Advancement points for Sailors serving in a NAVCENT designated combat zone for 179 days.
- IA credit, or rather the ability to capture and track IA duties in your Eval/Fitrep, and the assignment of a NEC to ensure this training is reflected in your record.
- Distribution incentives such as follow-on coast assignment guarantee for service as an IA of greater than 365 days, maintaining existing sea duty PRDs for those on sea duty detailed to IA duties, and freezing the shore duty clock day-for-



day for IAs coming from shore duty (100% day for day credit for those serving in a hazardous duty zone, 50 percent day-for-day credit for IAs outside the combat zone, or reduction of Prescribed Sea Tour for those Sailors required to return to sea duty for needs of the service).

Navy leadership values service no matter where you are serving. As a deck plate leader, I have been very pleased to see the additional focus in the area of incentives concerning IA assignments. Now our reasonability must be to play a proactive role in the individual and family readiness areas associated with deployment. The question we must ask ourselves is -- Are you ready?

One place you and your Sailors will find valuable resource information to better prepare someone for an IA deployment is located on NKO. When you logon, one of the items you will find on your front page is a link titled "Individual Augmentee." By selecting that link you will find current information to better prepare for IA deployments such as; Medical/Dental screening requirements, IA pre-requisite requirements (all available on NKO), and links to the major commands in the NAVCENT AOR. By taking the time to prepare for deployment, what you are effectively doing is reducing the uncertainty and stress associated with our service and the commanders' mission.

Two Sailors assigned to the ship's self defense force (SSDF) stand watch as the Nimitz-class aircraft carrier USS Theodore Roosevelt (CVN 71) gets underway from Naval Station Norfolk. U.S. Navy Photo by MC1 Michael Worner.

